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Child Care Initiative Update

**All Employee Meeting
March 29, 2006**



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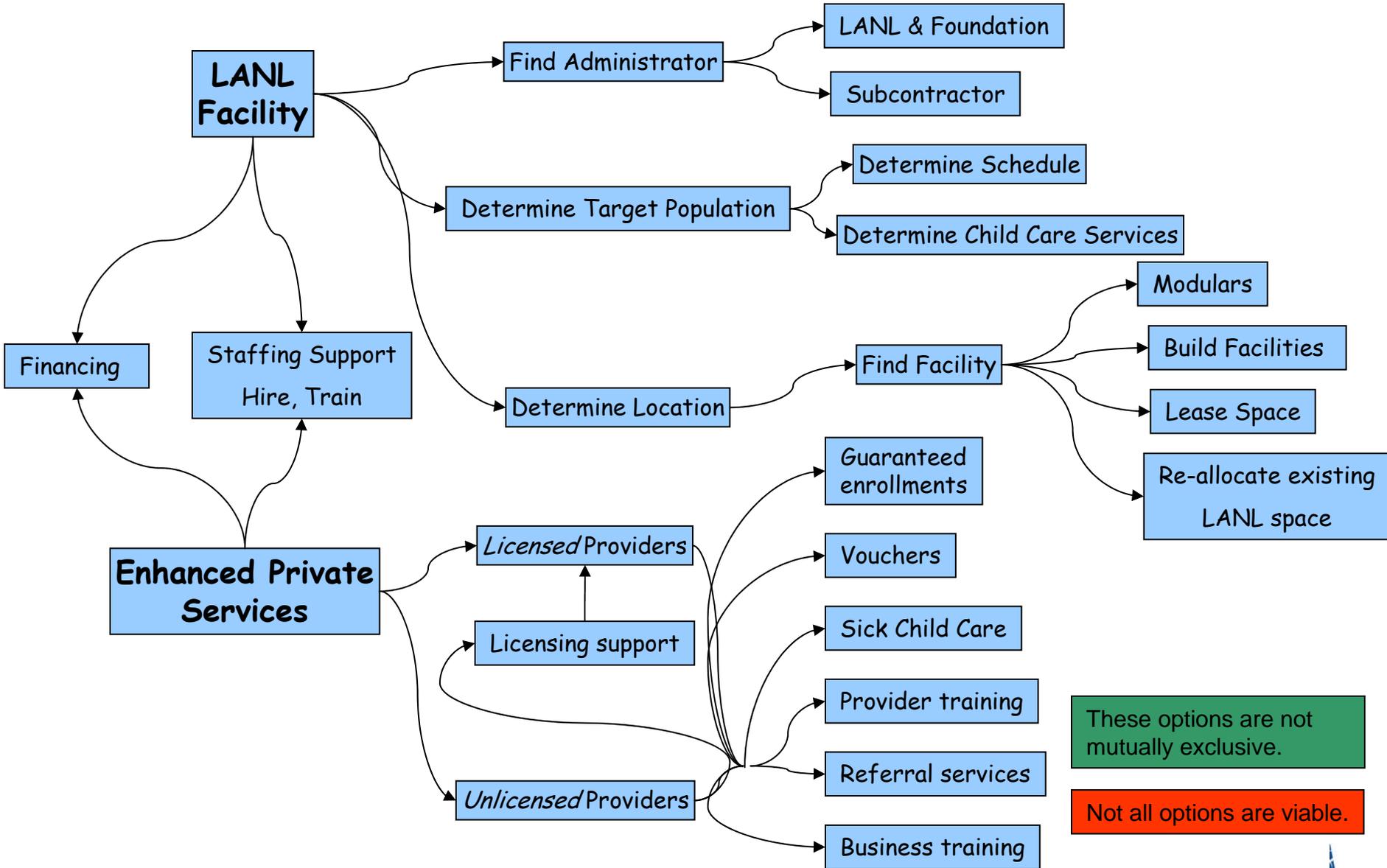
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Background

- Child care has been an issue at the Laboratory since the 1950's. Numerous initiatives have been started and stopped.
- Established a Child Care Initiative Committee in September 2005.
 - The dependant care shortfall is 90-100 spots based on current workforce needs.
 - There is no single solution to address all needs.
 - We must rebuild trust with both the workforce and the community.
 - We must follow cost-allowability rules.
- Committee members meet weekly and include:
 - Carolyn Zerkle, ADA
 - Jennifer Smith-Nelson, D
 - Lillian Montoya-Rael, CER
 - James Rickman, CER
 - Michael Sullivan, HR
 - Fred Brueggeman, Consultant
- Receiving strong community support from local day care providers and Los Alamos Commerce and Development Corporation.

Comprehensive Decision Tree



Status of Child Care Efforts

■ Quick Wins

- Dependant Care Referral Website:
http://www.lanl.gov/projects/dependant_care
- Nursing Rooms at two locations: HSR-2 Occupational Medicine (TA-3-1411) and Community Affairs (TA-0-762)/ Work breaks
- Community Dependant Care Centralized Training – UNM-LA training for dependent care providers, staff, and parents.
- Dependant Care Administrator in-house
- Pilot “Guarantee” Program
- Expansion into Northern New Mexico

Status of Child Care Efforts

- Longer Term Solutions – Create significant additional capability within the community. Options include:
 - Add distributed new facilities in the community
 - Lease building(s) within the community
 - Build new facility
 - Expand “guarantee” program

- Next steps
 - Preliminary data in hand – project definition underway
 - Continue to meet “cost allowability” requirements
 - Integrate solutions with LANS

LANS HAS COMMITTED TO THIS PROGRAM

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Status of Child Care Efforts

Additional information/
comment/suggestions:

childcare2006@lanl.gov or
dependantcare@lanl.gov